

TO: Personnel Board

FROM: Julie Trimbell, Human Resources

DATE: September 24, 2015

SUBJECT: Community Paramedic Series - Fire

At the request of Fire Chief Steven Davis, Human Resources has researched and studied the creation of a new classification of Community Paramedic within the Emergency Medical Services Division. The Fire Department is looking to create the new position to align with a Mobile Integrated Health Pilot Program. Upon meeting with Assistant Chiefs Mike Popovich and Laura Laurenzi, and Division Chief Ché Stedman, and reviewing the duties and responsibilities assigned to the position, the training and experience requirements, and other positions within Fire and other City agencies, the following actions are recommended:

- Create a new classification of Community Paramedic 1 with placement in CG16, Range 15;
- Create a new classification of Community Paramedic 2 with placement in CG16, Range 17.

*Community Paramedicine is an emerging field in U.S. healthcare that utilizes the services and medical expertise of Emergency Medical Technicians (EMTs) and paramedics to serve the population. In such a program, EMTs and paramedics are integrated into the local healthcare system and overseen by emergency and primary care physicians to provide additional support to hospitals, municipalities, residents...<sup>1</sup>*

The Fire Department plans to pilot a Mobile Integrated Health Program in line with this field. This program expands the role of Emergency Medical Services (EMS) with a more proactive focus which includes support, education and empowerment for at-risk individuals within the community. The Department has identified several frequent users of the 9-1-1 system who have chronic medical conditions resulting in unplanned medical care needs. It is believed that prevention of these predictable events will improve public safety, reduce operational costs and improve the overall health of the EMS system. The program also improves the overall healthcare experience of at-risk community members by providing education, resources and alternatives to calling for EMS on an emergency basis for predictable events.

The Fire Department is requesting a new classification of Community Paramedic to fulfill the job responsibilities of this program. The Department's intention is to have Community Paramedics whose sole focus is on paramedic job functions. The job responsibilities of this new classification are to provide care coordination, consultation and education, and include:

- Perform initial intake evaluations and ongoing assessment of clients;
- Based on provider availability and client preference, schedule the reoccurring program visits;

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<sup>1</sup> [www.communityparamedicineinc.com](http://www.communityparamedicineinc.com)

- Work with the Medical Director and other community care providers to develop an effective care plan to present to the client and their family;
- Assist in the development of processes and education materials pertaining to the Community Paramedicine Program;
- Participate in activities that promote the Community Paramedicine Program and the Madison Fire Department in general.

The City of Madison classification plan currently does not include a classification that is solely devoted to paramedic functions. The classification of Firefighter/Paramedic (CG13, Range 3) exists within the City's classification scheme; however it contains firefighting responsibilities, including the protection of life and property from fire. As such, it is in CG13 with other fire-related classifications represented by Fire Fighters Local 311. The Community Paramedic classification falls within the protective services non-sworn job family category. The Fire Department is seeking someone with at least two years of paramedic experience at a recognized EMS system with possession of current Cardiopulmonary Resuscitation (CPR) and Advanced Cardiac Life Support (ACLS) cards, and State of Wisconsin or National certification at the EMT Paramedic level (EMT-P). As there are no firefighting responsibilities associated with this classification, placement in CG13 is not appropriate. Placement in CG16 is more in line with other classifications requiring certification with no higher level educational requirements, such as a bachelor's degree, and no supervisory responsibilities. It is appropriate to create a new classification to highlight the central focus of this new position and, therefore, the creation of the Community Paramedic classification series is recommended with two levels. The higher level classification will require an additional two years of experience equivalent to a Community Paramedic 1 and additional certification as a Community Paramedic.

It is determined that placement of the new classification of Community Paramedic 1 in CG16, Range 15 and Community Paramedic 2 in CG16, Range 17 is appropriate after reviewing other classifications citywide and those specifically within the Fire Department. Since the most equivalent classification in terms of paramedic services is Firefighter/Paramedic in CG13, Range 3, which requires EMT-P certification, identifying the proper placement in CG16 is more challenging. The equivalent level of CG13, Range 3 in CG16 is between Ranges 17 and 18, whereas the classification of Firefighter alone in CG13, Range 1 is equivalent to CG16, Range 15. Newly hired firefighters attend the Recruit Training Academy, which is a 20-week course. During this Academy, recruits are taught the basics of firefighting and many advanced skills such as Smoke Diving and Advanced Rescue. They also receive training needed to become a Hazardous Materials Technician and EMT, and acquire certification at the EMT-B level. Due to the additional firefighting and rescue responsibilities, advance level of training and the hazards of such positions, the Community Paramedic classifications should be no higher than these equivalent levels.

Classifications in CG16, Range 13, such as Fire Code Enforcement Officer 1 and other code enforcement officers, include entry-level inspection type work and have close supervision initially. They only require two years of responsible experience, including at least one year of direct public contact, supplemented by post high school training or formal education of a technical nature. There is no certification required at level 1, in contrast to the Community Paramedic 1 which will require certification at the time of hire. The classification of Playground

Technician is in CG16, Range 14 and is not part of a progression series. Incumbents in this classification work independently under general supervision similar to the Community Paramedic classifications. That classification requires two years of related experience, supplemented by college coursework or an Associate's degree in construction, recreation, operations or a related field. Possession of the Certified Playground Safety Inspector certification may substitute for the additional coursework requirement, but is not required until six months after the date of hire. Again since the Community Paramedic classifications require EMT-P certification at the time of hire and two years of paramedic experience along with CPR and ACLS cards, placement should be higher than Range 14.

In order to allow for the progression of levels, it is recommended that the classifications of Community Paramedic 1 and 2 be created and placed CG16, Range 15 and 17, respectively. This placement keeps the Community Paramedic 1 and 2 slightly below the Firefighter and Firefighter/Paramedic, respectively, and also is appropriate within the context of classifications in CG16. The Fire Department has already requested the creation of an authorized position through Legislative File 39915 and is eligible for funding from the University of Wisconsin Board of Regents effective August 15, 2015 through May 31, 2019 to help cover costs during the first four years of the Mobile Integrated Health Pilot Program.

We have prepared the necessary Resolution to implement this recommendation.

Editor's Note:

Compensation Group/Range	2015 Annual Minimum (Step 1)	2015 Annual Maximum (Step 5)	2015 Annual Maximum +12% longevity
16/15	\$50,383	\$57,005	\$63,856
16/17	\$53,172	\$61,355	\$68,718

cc: Chief Steven Davis  
Assistant Chief Michael Popovich  
Division Chief Ché Stedman